



**Relational Practice Movement**



## What is Relational Practice?

Relational Practice gives priority to interpersonal relationships, in both external and internal aspects. It is the foundation upon which any effective intervention is based, and it forms the conditions for a healthy relational environment. It requires:

- relationships based on honesty, reliability, consistency, curiosity, flexibility, and authenticity;
- an enabling and facilitating attitude;
- an understanding of the inner and outer lives of individuals in their social field.

Depending upon the setting, there will be variations in the balance between the various elements.



## Why Does it Matter?

- Mechanical and economically motivated public services are devoid of a crucial element of well-being: meaningful relationships.
- People are being reduced to problems that need to be fixed.
- Even though they may experience difficulties, people are not problems.



## What Have We Lost?

### **Agency**

- Staff hold all the power.
- Service users do not get the space to take control of their lives.
- Service users do not have a say in their care.

### **Humanness**

- Staff experience compassion fatigue, burnout, and disconnection from self and others.
- Continuous attempt to provide leaves little to no space for staff's own needs and humanness.



## The Three "R's" of Relational Practice

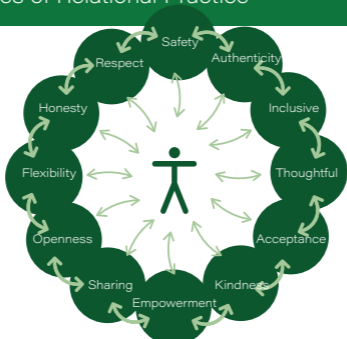
- Reflect** on the gaps in public services that dehumanise people.
- Revitalise** public services with rich relationships between staff and service users.
- Rebuild** trust in individuals, services, and communities by empowering staff and service users.




## How Will Relational Practice Help?

- By meeting the basic human need of belongingness.
- By restoring communities and relationships, and building hope for the future.
- By helping people feel that they are a part of something greater.
- By respecting and empowering everyone involved.

# Principles of Relational Practice





## First Steps

### **As an individual**

- Reflect on making your work more relational and collaborative.
- Listen to others more effectively in your interactions.

### **As an organisation**

- Build your staff's capacity to work relationally.
- Create safe spaces to encourage sharing of power.

### **As someone with political or social influence**

- Support organisations, institutions, and professions to work relationally.
- Advocate for inclusion of Relational Practice in new policies.





## The Future with Relational Practice

Relational Practice allows us to build an empowering, enabling, and sustainable future.

Staff will feel empowered to work holistically with people.

Service users will be enabled to take control of their lives.

Sustainability will be a key focus, looking after our health and our planet.

learn more at  
[relationalmovement.net](http://relationalmovement.net)

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